

# SHRM US Employment Laws and Regulations Practice Test (Sample)

## Study Guide



**Everything you need from our exam experts!**

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# Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

**Remember:** successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

# How to Use This Guide

**This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:**

## **1. Start with a Diagnostic Review**

**Skim through the questions to get a sense of what you know and what you need to focus on. Don't worry about getting everything right, your goal is to identify knowledge gaps early.**

## **2. Study in Short, Focused Sessions**

**Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations, and take breaks to retain information better.**

## **3. Learn from the Explanations**

**After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.**

## **4. Track Your Progress**

**Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.**

## **5. Simulate the Real Exam**

**Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.**

## **6. Repeat and Review**

**Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning.**

## **7. Use Other Tools**

**Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.**

**There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly — adapt the tips above to fit your pace and learning style. You've got this!**

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## Questions

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- 1. What should an organization establish to address unforeseen risks?**
  - A. Operational Audit**
  - B. Resource Allocation Plan**
  - C. Contingency Plan**
  - D. Strategic Growth Plan**
  
- 2. Which act prohibits wage discrimination by requiring equal pay for equal or substantially equal work?**
  - A. Equal Employment Opportunity Act**
  - B. Fair and Accurate Credit Transactions Act**
  - C. Equal Pay Act (EPA)**
  - D. Family and Medical Leave Act**
  
- 3. What is a key requirement of the Worker Adjustment and Retraining Notification (WARN) Act?**
  - A. Employers must provide 30 days' notice before layoff**
  - B. Employers must provide 60 days' notice before layoff or plant closing**
  - C. Employers must provide healthcare benefits during layoffs**
  - D. Employers must offer job placement services before layoffs**
  
- 4. In the context of employment law, what does USERRA primarily address?**
  - A. Rights of military service members**
  - B. Discrimination in hiring**
  - C. Unemployment benefits**
  - D. Labor relations**
  
- 5. What action is characterized as whistleblowing?**
  - A. Reporting financial discrepancies**
  - B. Filing a lawsuit against an employer**
  - C. Unionizing at the workplace**
  - D. Making a complaint about workplace safety**

- 6. What type of sexual harassment involves coercion for economic benefits?**
- A. Hostile work environment harassment**
  - B. Quid pro quo harassment**
  - C. Retaliation harassment**
  - D. Racial harassment**
- 7. What term describes the extent to which each person in an organization feels welcomed and valued as a team member?**
- A. Diversity**
  - B. Inclusion**
  - C. Equity**
  - D. Participation**
- 8. What term describes union employees' right to have representation during investigatory interviews in the U.S.?**
- A. Collective bargaining rights**
  - B. Weingarten rights**
  - C. Labor rights**
  - D. Representation rights**
- 9. Which regulation governs the protection of employees who conduct workplace safety whistleblowing?**
- A. Occupational Safety and Health Act**
  - B. Whistleblower Protection Act**
  - C. Fair Labor Standards Act**
  - D. Family and Medical Leave Act**
- 10. What does 'near-shoring' primarily focus on?**
- A. Long-distance outsourcing**
  - B. Externalization of production**
  - C. Contracting services from distant countries**
  - D. Outsourcing to nearby countries**

## **Answers**

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1. C
2. C
3. B
4. A
5. A
6. B
7. B
8. B
9. B
10. D

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## **Explanations**

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## **1. What should an organization establish to address unforeseen risks?**

- A. Operational Audit**
- B. Resource Allocation Plan**
- C. Contingency Plan**
- D. Strategic Growth Plan**

A contingency plan is essential for organizations to effectively manage unforeseen risks, as it outlines specific actions to take if a crisis or unexpected event occurs. By having a contingency plan, an organization prepares in advance for various scenarios that could disrupt operations, enabling it to respond quickly and minimize potential damage. This proactive approach enhances resilience and ensures business continuity. The other options relate to important aspects of organizational management but do not specifically focus on unforeseen risks like a contingency plan does. An operational audit is more about evaluating the efficiency and effectiveness of existing operations, while a resource allocation plan focuses on how an organization distributes its resources effectively. A strategic growth plan concentrates on long-term goals and expansion strategies and does not address immediate risk management needs. Thus, while all these plans contribute to overall organizational health, the contingency plan is uniquely suited for addressing unforeseen risks.

## **2. Which act prohibits wage discrimination by requiring equal pay for equal or substantially equal work?**

- A. Equal Employment Opportunity Act**
- B. Fair and Accurate Credit Transactions Act**
- C. Equal Pay Act (EPA)**
- D. Family and Medical Leave Act**

The Equal Pay Act (EPA) is the legislation that specifically addresses wage discrimination by mandating that men and women receive equal pay for equal or substantially equal work performed in the same establishment. This law aims to eliminate the wage gap between genders by ensuring that employees who perform jobs that require the same skills, effort, and responsibilities are compensated equally, without regard to gender. The EPA provides a framework for addressing wage discrepancies and allows for remedies if an employer is found in violation of its provisions. This includes the possibility of back pay, as well as punitive damages in some cases. The act is a vital component of the broader framework of employment laws aimed at promoting fairness and equality in the workplace. Other options do not pertain to wage discrimination. The Equal Employment Opportunity Act focuses more broadly on preventing discrimination in the workplace. The Fair and Accurate Credit Transactions Act deals with credit reporting and identity theft issues, while the Family and Medical Leave Act provides employees with the right to take unpaid leave for specific family and medical reasons. Each of these laws addresses different aspects of employment but does not specifically target wage discrimination in the way the Equal Pay Act does.

### **3. What is a key requirement of the Worker Adjustment and Retraining Notification (WARN) Act?**

- A. Employers must provide 30 days' notice before layoff**
- B. Employers must provide 60 days' notice before layoff or plant closing**
- C. Employers must provide healthcare benefits during layoffs**
- D. Employers must offer job placement services before layoffs**

The Worker Adjustment and Retraining Notification (WARN) Act is a federal law that requires employers to provide notice to employees and their representatives before certain types of workforce reductions. The key requirement of the WARN Act is that employers must provide at least 60 days' advance notice of a plant closing or mass layoff. This notice is intended to give employees and their families time to prepare for the economic impact of job loss and to seek other employment opportunities or retraining services if necessary. Under this law, a mass layoff generally refers to a reduction in force that affects 50 or more employees at a single site of employment, while a plant closing pertains to the permanent or temporary shutdown of a facility. The rationale behind the WARN Act is to protect workers and their families from the sudden loss of income and to allow them the opportunity to seek alternative employment or to adjust their plans accordingly. This notice requirement is fundamental to ensuring that employees have adequate time to transition and consider their options in the face of significant employment changes.

### **4. In the context of employment law, what does USERRA primarily address?**

- A. Rights of military service members**
- B. Discrimination in hiring**
- C. Unemployment benefits**
- D. Labor relations**

USERRA, the Uniformed Services Employment and Reemployment Rights Act, primarily addresses the rights of military service members regarding employment and reemployment. This law was enacted to ensure that individuals who leave their civilian jobs to serve in the military are not disadvantaged in their civilian careers. USERRA provides protections against discrimination based on military service, ensuring that military members can return to their civilian positions following active duty without loss of benefits or seniority. The act also outlines the conditions under which service members can take a leave of absence for military training or service and dictates that employers must reinstate those employees upon their return, given they meet specific criteria related to notification and duration of service. By safeguarding these rights, USERRA helps maintain the job security of military personnel, thus recognizing their commitment and service to the country.

## 5. What action is characterized as whistleblowing?

- A. Reporting financial discrepancies**
- B. Filing a lawsuit against an employer**
- C. Unionizing at the workplace**
- D. Making a complaint about workplace safety**

Whistleblowing is characterized by the act of reporting misconduct, illegal activities, or violations of laws or regulations within an organization, usually to a person or entity that has the power to take corrective action. Reporting financial discrepancies falls squarely into this definition, as it involves bringing attention to potentially fraudulent or improper financial practices that could harm stakeholders or violate laws. This type of reporting typically aims to protect the public interest, making it a clear example of whistleblowing. While filing a lawsuit against an employer can sometimes involve reporting misconduct, it is generally a legal action taken after an issue arises and is not defined as whistleblowing in itself. Unionizing at the workplace focuses more on collective bargaining power and employee rights rather than reporting wrongdoing. Making a complaint about workplace safety may align with whistleblowing, but it is specific to safety issues and does not encompass the broader category of reporting financial or legal violations.

## 6. What type of sexual harassment involves coercion for economic benefits?

- A. Hostile work environment harassment**
- B. Quid pro quo harassment**
- C. Retaliation harassment**
- D. Racial harassment**

Quid pro quo harassment is the type of sexual harassment that directly involves coercion for economic benefits or job-related advantages. This occurs when a person in a position of authority, such as a supervisor or manager, requests sexual favors in exchange for benefits that could affect a subordinate's employment. These benefits might include promotions, raises, job security, or other forms of economic compensation. In a quid pro quo situation, the power dynamics often play a crucial role, as the individual in the subordinate position may feel pressured to comply with the request to avoid negative consequences or to gain positive recognition. This form of harassment is legally actionable because it directly ties the request for sexual favors to employment outcomes, violating anti-discrimination laws. Other types of harassment, such as hostile work environment harassment, involve behavior that creates an intimidating, hostile, or offensive work environment but do not specifically involve a direct exchange of economic benefits for sexual favors. Retaliation harassment relates to punishing an employee for engaging in legally protected activity, such as filing a complaint about harassment, while racial harassment pertains to discrimination based on an individual's race and is unrelated to sexual harassment dynamics.

**7. What term describes the extent to which each person in an organization feels welcomed and valued as a team member?**

**A. Diversity**

**B. Inclusion**

**C. Equity**

**D. Participation**

The term that describes the extent to which each person in an organization feels welcomed and valued as a team member is inclusion. Inclusion emphasizes creating an environment where all individuals, regardless of their background, can participate fully and feel respected. It focuses on the quality of interpersonal interactions and the overall organizational culture, fostering a sense of belonging. While diversity refers to the variety of different backgrounds and perspectives within the organization, inclusion specifically addresses how these diverse members are treated and integrated into the team. Equity involves ensuring fair treatment and opportunities, while participation refers to the act of members engaging in activities within the organization. However, inclusion is the key element that ensures everyone feels valued and engaged as part of the team.

**8. What term describes union employees' right to have representation during investigatory interviews in the U.S.?**

**A. Collective bargaining rights**

**B. Weingarten rights**

**C. Labor rights**

**D. Representation rights**

The term that describes union employees' right to have representation during investigatory interviews is known as Weingarten rights. This concept originates from a landmark case decided by the U.S. Supreme Court in 1975, specifically *NLRB v. J. Weingarten, Inc.* The case established that employees have the right to request union representation if they believe that an interview with their employer may lead to disciplinary action. These rights ensure that employees can have someone to advocate for them, provide support, and help maintain fairness during potentially coercive situations. The Weingarten rights are crucial because they empower employees to feel secure in voicing their concerns or responding to employer inquiries without fear of retribution or misunderstanding of their rights. While collective bargaining rights, labor rights, and representation rights are related concepts in labor relations, none specifically refer to the right of employees to have union representation during investigatory interviews as Weingarten rights do.

**9. Which regulation governs the protection of employees who conduct workplace safety whistleblowing?**

- A. Occupational Safety and Health Act**
- B. Whistleblower Protection Act**
- C. Fair Labor Standards Act**
- D. Family and Medical Leave Act**

The Whistleblower Protection Act is the regulation that specifically governs the protection of employees who report workplace safety violations. This federal law is designed to protect employees from retaliation by their employers when they disclose information that they reasonably believe demonstrates a violation of laws or regulations related to workplace safety and health. It encourages a culture of transparency and safety by ensuring that employees can report unsafe conditions without fear of losing their job or facing other adverse consequences. In contrast, the Occupational Safety and Health Act primarily establishes workplace safety standards and responsibilities for employers to maintain a safe working environment but does not specifically address whistleblower protections. The Fair Labor Standards Act is focused on wage and hour regulations, and the Family and Medical Leave Act pertains to employee rights regarding family and medical leave, which are unrelated to workplace safety reporting. Thus, the Whistleblower Protection Act uniquely addresses the needs and protections of employees who come forward with safety concerns.

**10. What does 'near-shoring' primarily focus on?**

- A. Long-distance outsourcing**
- B. Externalization of production**
- C. Contracting services from distant countries**
- D. Outsourcing to nearby countries**

Near-shoring primarily focuses on outsourcing business processes or production to countries that are geographically close to the business's primary location. This approach allows companies to take advantage of lower labor costs and efficiencies while minimizing challenges associated with long-distance logistics, cultural differences, and time zone discrepancies. By selecting nearby countries, businesses can often benefit from reduced transportation costs and quicker turnaround times, which are significant advantages compared to other methods like long-distance outsourcing or contracting services from more distant countries. This proximity can also facilitate better communication and collaboration, as teams are more likely to work in similar time frames and cultural contexts.

## Next Steps

**Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.**

**As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.**

**If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at [hello@examzify.com](mailto:hello@examzify.com).**

**Or visit your dedicated course page for more study tools and resources:**

**<https://shrmusemploymentlawsreg.examzify.com>**

**We wish you the very best on your exam journey. You've got this!**